

Total number of printed pages—4

2 PGDE COM 4 (A/B)

2014

(December)

COMMERCE

Paper : 204

(Group A : Human Resource Management

Group B : Indian Financial System)

Full Marks : 80

Time : Three hours

***The figures in the margin indicate full marks
for the questions.***

Group A : Human Resource Management

1. (a) Briefly describe the evaluation and growth of Human Resource Management in India. 16

Or

- (b) HRM involves two categories of functions — managerial and operative. How these functions have helped in changing the role of HRM ? 16

Contd.

2. (a) "Manpower Planning is pre-requisite for effective management of human resource". In the light of above statement, analyse the significance of manpower planning. 16

Or

- (b) Examine the need for executive development programme. Do you think that executive development programme now followed in Indian industry are adequate ? 10+6=16

3. (a) Critically discuss *any two* of the following :
8×2=16

- (i) Time wage system.
- (ii) Payment by results.
- (iii) Incentive Plan

Or

- (b) Evaluate the importance of performance Appraisal in an industrial organisation. How would you make it more effective ?
10+6=16

4. Give brief account of *any two* of the following :
8×2=16

- (i) Need for counseling for employees in Indian industries.
- (ii) Barriers of an effective communication system.

- (iii) Relationship between Morale and Productivity.
 - (iv) Requirements of a sound motivational system.
5. (a) Explain the principles of Personnel policy. Point out the essentials of an ideal personnel policy. 8+8=16
- Or**
- (b) Outline the significance of Personnel Audit in Service Organisation. 16

Group B : Indian Financial System

1. (a) Discuss the importance of financial system in Economic Development of a country like India. 16
- Or**
- (b) "SEBI is said to be the prime regulator of Indian Capital Market". Justify the statement with examples. 16
2. (a) Discuss how the Indian Money Market is regulated by RBI. 16
- Or**
- (b) What do you mean by New Issue Market (NIM) ? Discuss the role played by the brokers of stock exchanges and the bankers in the New Issue Market. 5+11=16

3. Write short notes on *any two* of the following :
8×2=16

- (a) Merchant Bankers.
- (b) Insurance Regulatory and Development Authority (IRDA).
- (c) Advantages of Mutual Funds.
- (d) State Financial Corporations.

4. (a) What are the sources of short term funds available in India? Explain *any three* of such sources.
4+12=16

Or

- (b) What are Deep Discount Bonds? How do they differ from Zero Interest bonds? Explain.
6+10=16

5. (a) Discuss the importance of foreign capital for economic development of India. What initiatives are taken by the Modi Govt. to attract more foreign capital to India?
8+8=16

Or

- (b) What do you mean by External Commercial Borrowings? Discuss the importance of ECB as a source of foreign capital.
6+10=16